



## DEPARTMENT OF THE ARMY

US ARMY INTELLIGENCE CENTER AND SCHOOL  
FORT HUACHUCA, ARIZONA 85613-7000REPLY TO  
ATTENTION OF

ATSI-MI (690-400a)

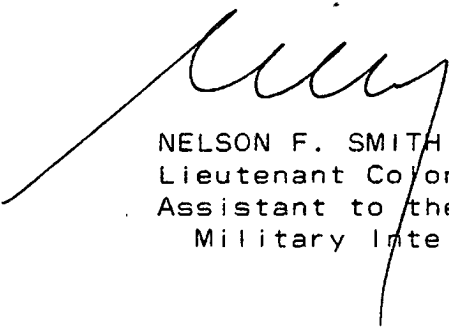
24 October 1988

MEMORANDUM FOR: COMMANDER, TOTAL ARMY PERSONNEL AGENCY,  
ATTN: DAPC-CPD-D, 200 STOVALL STREET, ALEXANDRIA, VA  
22332-0300

SUBJECT: Army Civilian Training, Education and Development  
System (ACTEDS) Plan for Career Program-35 (Intelligence)

1. Enclosed is the ACTEDS Plan for CP-35. This Plan is based on the future Civilian Intelligence Personnel Management System (CIPMS) structure. The final breakout of career areas within CP-35 has not been determined; as the CIPMS matures, these career areas will be better defined. Additional career areas will not be identified until further analysis has been completed.
2. Coverage under CIPMS will include Intelligence, Security (nonlaw enforcement), Engineer (nonconstruction), and Scientist, as well as closely related two grade interval "professional" series that constitute the mission side of the Army Intelligence Community. As CIPMS is implemented, changes to this plan will be submitted.
3. Point of contact for this action is C. Borghardt, AV 821-1188/1178.

Encl

  
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CF:  
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ARMY CIVILIAN TRAINING, EDUCATION, AND DEVELOPMENT SYSTEM  
(ACTEDS) PLAN FOR INTELLIGENCE CAREER PROGRAM  
(Career Program - 35)

1. INTRODUCTION: ~~The purpose of this plan is to identify the "core" training and development requirements needed to sustain and improve professionalism within the Army's Intelligence Community.~~ This plan is provided as guidance to help employees and their supervisors determine short- mid-, and long-term training and development needs within their assigned career areas. Through the use of this plan, the Army's Intelligence Career Program will:

a. Enhance professionalism. This plan will promote a high degree of professionalism by encouraging the achievement of uniform competencies germane to all employees within an established career area. This professionalism will enable all careerists to have a well-rounded intelligence and/or security foundation while recognizing major differences between career areas.

b. Allow for flexibility. This plan is intended to give supervisors and managers the flexibility needed to meet the unique and fluctuating mission requirements of the intelligence and security community. Attainment of the competency is the key factor. A competency may be obtained through other than actual attendance at a formal course of instruction. Although mandatory competencies have been established, supervisors, with the assistance of Activity Career Program Managers (ACPM), will continue to be authorized to evaluate individual situations and determine appropriate modifications or exceptions.

c. Provide for Dual Track Development. This plan recognizes both the nonsupervisory specialist and supervisor/manager career development tracks. Mandatory universal and recommended training is identified for both supervisors/managers as well as for nonsupervisory specialists.

d. Permit Planning, Programming, and Budgeting. This plan allows for central and local planning, programming, and budgeting of dollars and course quotas to ensure that adequate opportunities exist for careerists to attend identified courses when other forms of acquiring mandatory competencies are unavailable or inappropriate.

e. Strengthen DA Intelligence Community. Weaknesses pinpointed, through short-term or long-term forecasting (in such areas as specialized skills, understaffed specializations, languages, under representation of women and minorities in certain career areas or grade levels, etc.), can be alleviated by modifications to this plan and supplemental training and developmental programs.

## 2. OBJECTIVES:

a. The short-term objective of this plan is to identify the requirements needed to sustain and improve the ability of the present workforce to accomplish their duties in support of the intelligence mission.

b. The long-term objective is to identify the core technical and managerial expertise within the intelligence and intelligence-related security workforce and to forecast and plan for future requirements needed to support the intelligence mission.

c. The overall objectives are:

(1) To attract, develop, and retain highly qualified civilian professional intelligence and security personnel.

(2) To improve and maintain the quality of all civilian intelligence and security personnel within the Department of the Army.

(3) To encourage civilian employees to further develop knowledges, skills, and abilities through suitable experience, training, and self-development.

(4) To provide a work environment conducive to individual growth and self-development.

(5) To achieve an appropriate balance of skills and experience to ensure an effective and meaningful long-range career program and to correct shortcomings such as restrictive mobility.

## 3. RESPONSIBILITY, STRUCTURE AND POLICY:

a. Responsibilities.

(1) The Functional Chief (FC) for CP-35, the Deputy Chief of Staff for Intelligence (DCSINT); the Functional Chief's Representative (FCR), the Assistant DCSINT (Management); and the Military Intelligence Proponent, Commander, U.S. Army Intelligence Center and School, are responsible for the development and implementation of this plan. Career Program Managers (CPM) and designated Subject Matter Experts (SME) within the Army Intelligence Community will periodically evaluate this plan and report findings and recommendations to the FCR, the Military Intelligence Proponent and the FC.

(2) Commanders and top managers will make available developmental assignments of limited duration for their careerists and ensure conformance with the objectives and provisions of this plan. Activity Career Program Managers (ACPM) will assist Commanders and supervisors in applying the plan. Supervisors will determine the competencies required by the position, determine which ones the assigned employee lacks, and select the most appropriate method for their acquisition. Employees will periodically perform a self-evaluation and develop, with their supervisors, an appropriate Individual Development Plan (IDP).

b. Career Areas. The ACTEDS Plan for CP-35 is presently divided into three separate career areas: Collection/Operations, Analysis/Production, and Counterintelligence/Security Countermeasures (enclosure 1). These career areas generally include Intelligence Specialist GS-0132 and Security Specialist GS-0080 personnel. Additional career areas or specialties may be proposed or developed to include other intelligence or intelligence related career areas or specializations such as intelligence instruction and training, scientific and technical intelligence analysis based on engineering and science disciplines, threat management, intelligence life-cycle management, or the Military Intelligence Civilian Excepted Career Program (MICECP).

c. Career Ladders. The career ladders at enclosure 1 depict the three career areas presently developed for CP-35. Each career ladder is separated into the career levels or grade bands which make up the "ladders" for career progression as follows:

(1) Grades 5-9, Entry/Development:

(a) Entry positions such as an intern or functional trainee in any career area;

(b) Progressive and broadening developmental assignments with more responsibility and less supervision in preparation for movement into the journeyman level.

(2) Grades 10-13, Journeyman/Supervisor:

(a) Full performance journeyman to senior specialist at operating levels, at production/analysis centers.

(b) First and second level supervisory positions at operating levels, at production/analysis centers, and in some staff organizations.

(c) Staff action officer positions up to HQDA level.

(3) Grades 14 and 15, Expert/Manager:

(a) Key technical experts at MACOM or equivalent levels, and key technical experts at HQDA and above.

(b) Key managerial positions (second or third line supervisors) in large subordinate Intelligence Commands, or supervisors at MACOM HQ and at HQDA and above.

(4) Senior Expert/Executive:

(a) Senior experts/advisors (nonsupervisory positions) in very broad and important areas of intelligence and/or security at MACOM HQ or equivalent and at HQDA and above.

(b) Top managers (supervisory positions) of a MACOM's intelligence program, MACOM equivalents and above.

d. Competency Emphasis. This ACTEDS plan stresses the importance of acquiring a competency regardless of how the skill was obtained. Although the competencies listed in the plan are mandatory, the training courses necessary to acquire a competency are to be used solely as guidance. Competencies may be acquired through many other means, i.e., prior military or civil service; on-the-job training; details; rotational or developmental assignments; correspondence courses; prior training or education; self developmental activities; etc. Each supervisor is responsible for determining the best, most cost-effective means of obtaining a competency and should ensure that the employee's training record is credited for any training or experience which fulfills the competency requirement. The ACPM and/or servicing civilian personnel offices are available to help the supervisor determine the most appropriate method of obtaining a competency.

e. Self-Development. Self-development is a voluntary effort initiated and conducted by the employee. Employees are encouraged to undertake self-development projects to improve their overall knowledge and understanding of their specific career area, increase their competence in specializations, and strengthen their knowledges and/or skills identified as requiring development during the career appraisal and other counseling sessions. Active participation in self-development activities (seminars, college courses, correspondence courses, etc.) adds breadth and depth to expertise and may be given consideration in the selection process for filling vacant positions. The ACTEDS plan should be used as a guide for these activities. When any self-development activity is planned to improve an employee's current performance, local managers should determine, in advance, what percentage of available financial assistance is appropriate, in accordance with local and DA policy.

f. Self-Evaluation and IDP. Each employee is responsible for his/her own self-evaluation and career planning. An IDP, DD Form 1917, will be completed annually by the employee's supervisor to record the employee's most significant developmental activities and identify those determined by the supervisor to be sponsored by the government. This plan is to be used as a guide for the employee to plan his career and evaluate his potential. Employees may seek guidance from senior careerists, supervisors and their local ACPM in developing their own personal plans and are required to assist their supervisors in the development of their IDP.

g. Mobility.

(1) Properly planned assignments in multiple specialties within a career area, multiple career areas, or to multiple CONUS/OCONUS assignments will broaden knowledges, skills and abilities and enhance competitiveness. Accepting varying specialty assignments in a number of geographic locations is an effective way for careerists to broaden knowledges and abilities and should be considered by the employee when determining immediate and long-range career goals. Breadth of knowledge, experience, abilities as well as depth of specific competencies required of a position may be considered by supervisors in the selection process. MACOM commanders may impose mandatory geographic mobility, when major job, specialty or organizational requirements support the need for limited duration assignments at a succession of two or more geographic locations.

(2) Interns will be required to sign a mobility statement which allows for long term training and developmental assignments at various locations during the intern training period and also for final placement if the intern cannot be placed locally.

4. MASTER TRAINING PLAN:

a. The training identified in this plan (enclosure 2) has been primarily recommended for GS-0080 and GS-0132 personnel. Other employees within the Civilian Intelligence Personnel Management System (CIPMS) such as trainers and instructors, and engineers and scientists (S&T) are encouraged to follow the training and development plans for their respective career programs. Specific additional intelligence training required of these personnel will be determined at the local level, until or unless an addendum to this plan is developed for them.

b. ACTEDS training is divided into broad categories: Universal (technical or managerial) and Competitive Professional Development. Universal training is training available to all employees who have similar duties and responsibilities, whereas Competitive Professional Development training is only for selected employees (based on qualifications) and/or potential to develop skills/knowledges for positions within DA which will require greater responsibility. The Competitive Development Group (CDG) for instance, will be given Competitive Professional Development Training. Universal training is further divided into the three following categories:

(1) Priority I Mandatory training is training that the employee must have in order to perform the duties of the position. These courses are usually linked to acquisition of certain credentials or certification. Examples of this training are: Military Operations Training Course (MOTC), Counterintelligence (CI) Course. Failure to complete this training, when required, may be immediate grounds for removal from the assigned position and possibly the Federal Service. Very few courses are truly priority I. The training will be generally funded centrally to ensure its accomplishment.

(2) Priority II Mandatory training is training the employee should have for effective performance or training which would directly affect the quality of mission accomplishment. This training should also be funded when possible and normally will be funded centrally.

(3) Priority III Recommended Training is training which would improve or enhance an employee's knowledges, skills or abilities. Deferment of this training would not have an adverse affect on the mission or the employees' abilities to perform the job. This training will be generally funded from each organization's operating funds.

c. The competencies (knowledges, skills and abilities) identified in enclosure 2 represent the universal competencies which every employee must possess. Supplementary technical competencies and accompanying training courses relating to the requirement of specific specialties or positions will be separately determined by either subject matter experts for all of Army, by MACOM CPMs or by local individual managers assisted by ACPM. First line supervisors will continue, however, to exercise good judgement in applying supplementary training or requirements, and in identifying the need for further supplementation, modification or exception.

## 5. KEY POSITIONS:

a. Key positions will be identified: (1) to enable special attention to be given to the development and management of incumbents of those positions; and (2) to ensure that qualified employees, including minority and female employees, are available within the workforce and trained to fill current and/or anticipated key positions. The FCR will specify general mandatory and recommended competencies through this ACTEDS plan, along with possible training and development alternatives to meet those requirements. Upon management request, the FCR will provide advice and assistance on filling key positions. The FCR may also provide policy on performance based compensation.

b. Key positions are determined by actual responsibility rather than grade level.

(1) All positions classified as SES or graded at GS-15 and above will be considered key. Positions do not need to be supervisory to be designated as key. Nonsupervisory positions identified as key should represent, however, those positions where the incumbent either significantly influences or actually makes command policy decisions or major operational decisions.

(2) Generally, all civilian chief and deputy chief positions at directorates and/or divisions within staff elements at HQDA, independent reporting agencies or MACOM headquarters will be designated as key positions. Below those levels, all civilian chief or deputy chief positions at an organizational level reporting directly to a commander or chief of a center, subordinate major command such as a brigade commander or equivalent organization should also be considered "key". In addition, the senior civilian or technical advisor, if present, to a commander of a battalion, detachment, large DPSEC or equivalent organization and above should be considered a "key" position. The Intelligence Personnel Management Office and MACOM CPM may propose, for inclusion or exclusion, other positions.

c. Key positions will be reviewed by the Career Program Planning Board (CPPB) and approved by the FCR. (The CPPB is chaired by the FCR and consists of CP-35 CPMs.) The CPPB will also recommend to the FCR general programs and policy for key positions including mobility requirements, areas of consideration for filling vacancies, mandatory competencies/training, and may recommend recruitment, retention, and performance incentives.

d. Incumbents of key positions who have obtained all competencies required for their career level should be generally well qualified for promotion to positions of greater responsibility. Individual qualification determination is required, however, for each position sought to determine actual ranking. Although incumbents of other key positions and members of the Candidate Development Group (CDG) will be highly competitive, key positions will be filled without regard to race, sex, age, national origin, or handicapping condition.

## 6. COMPETITIVE DEVELOPMENT GROUP (CDG):

a. This group will be made up of employees at the GS-12 level and above, not encumbering key positions, who have demonstrated high potential for development and later promotion to key positions. Employees selected for this group will receive priority for attendance at short and long-term quota controlled training and for developmental assignments that could or will entail known promotion potential or provide visibility and experience that will clearly enhance competitiveness for future promotion.



b. Employees will be competitively selected on a periodic basis by the FCR through open Army-wide announcements for CIPMS employees in grades GS-12 to GS-14, or from CIPMS employees previously holding those grades in the intelligence community. A statement of understanding requiring mobility both for one assignment during membership in the CDG and for one assignment at or within two years of completing the candidate development program, will be required to be signed by all participants.

c. CPMS and ACPMS will ensure that opportunity to register in the CDG is well publicized and that potential candidates are offered the opportunity of counseling to determine if the candidate development group is consistent with their career goals and personal circumstances. CPMS and ACPMS are particularly encouraged to counsel minority and female careerists.

d. CDG employees may be noncompetitively given temporary promotions to key positions to fill temporary vacancies as part of their development during their membership in the CDG.

e. CDG employees successfully completing/obtaining all mandatory requirements for promotion may be noncompetitively promoted to the next grade to any key CIPMS position with the approval of the selecting official.

f. If not promoted and placed through application of (e) above, CDG employees successfully completing their program will be given a temporary Rank-in-Person promotion for up to two years, until they are permanently placed at the higher grade in a key position.

7. SERVICE AGREEMENTS: Due to the significant resources expended by DA to ensure that employees are proficient in their present and/or future positions, CIPMS careerists attending training lasting more than 120 consecutive calendar days will be required to sign a continued service agreement. They will be required to remain in the DOD CIPMS for a period three times the length of training received. Employees failing to meet this requirement will be required to repay the government in accordance with normal Army policy. Interns, both local and CTED interns, will be required to remain in the CIPMS for a period of two years for every one trained. Candidates for intern positions will not be selected if they cannot sign a statement of understanding acknowledging this agreement.

## CAREER LADDERS FOR CP-35

<u>COLLECTIONS/OPERATIONS</u>	<u>ANALYSIS/PRODUCTION</u>	<u>COUNTERINTELLIGENCE/ SECURITY COUNTERMEASURES</u>
SENIOR EXPERT/ EXECUTIVE  GS-16+/SES	SENIOR EXPERT/ EXECUTIVE  GS-16+/SES	SENIOR EXPERT/ EXECUTIVE  GS-16+/SES
EXPERT/ MANAGER  GS-14/15	EXPERT/ MANAGER  GS-14/15	EXPERT/ MANAGER  GS-14/15
JOURNEYMAN/ SUPERVISOR  GS-10-13	JOURNEYMAN/ SUPERVISOR  GS-10-13	JOURNEYMAN/ SUPERVISOR  GS-10-13
ENTRY DEVELOPMENT  GS-5-9	ENTRY DEVELOPMENT  GS-5-9	ENTRY DEVELOPMENT  GS-5-9

The Collection/Operations Career Area includes personnel working in SIGINT, HUMINT, IMINT, and technical intelligence specialties whose primary responsibility relates to the collection of intelligence.

The Analysis/Production Career Area includes personnel working in single source and all source analysis and production, in Threat Management, Life-Cycle Management, and the HUMINT, IMINT, SIGINT and technical intelligence specialties.

The Counterintelligence/Security Countermeasures Career Area includes personnel working in Counter SIGINT, Counter HUMINT, Counter IMINT and Deception specialties such as personnel, information, industrial, technological, foreign disclosure, communications, electronics, operations, or automation (ADP) security.

NOTE: These ladders are models only and cannot determine actual grade levels. The applicable CIPMS or OPM classification standard will be the controlling authority.

MASTER TRAINING PLAN - (ANALYSIS/PRODUCTION - GRADES 5-9)

DESCRIPTION	TYPE*	SOURCE	LENGTH (DAYS)	KSA TO BE ACQUIRED	FOR IDP PLANNING		
					1 DATES	2 LOCATION	3 SUPERVISOR
1. UNIVERSAL TRAINING							
2. MANDATORY, PRIORITY II							
a. Military Intelligence Officer Basic Course	FC	USAICS	120	<p>(1) Ability to express ideas in writing, using proper military and nonmilitary techniques and formats.</p> <p>(2) Knowledge of Army structure.</p> <p>(3) Knowledge of the concepts, principles, and techniques of leadership.</p> <p>(4) Ability to identify ADP terminology/vocabulary, computer hardware and computer language.</p> <p>(5) Knowledge of threat Army organization, weapons, and doctrine.</p> <p>(6) Knowledge of the role of the U.S. Intelligence community past and present, the role intelligence plays in national security.</p> <p>(7) Ability to discuss the various aspects of OPSEC to include: security education program, physical, personnel, document, and ADP security and acquisition of information.</p> <p>(8) Knowledge of SIGINT/EW operations, CEWI SIGINT/EW organizations and collection and jamming operations.</p>			

\* TYPES INCLUDE FORMAL CLASSROOM (FC), DEVELOPMENTAL ASSIGNMENT (DA), CORRESPONDENCE COURSES (CC), REQUIRED READING (RR), ON-THE-JOB TRAINING (OJT), ETC.

MASTER TRAINING PLAN - (ANALYSIS/PRODUCTION - GRADES 5-9)

FOR IDP PLANNING

DESCRIPTION	TYPE*	SOURCE	LENGTH (DAYS)	KSA TO BE ACQUIRED	FOR IDP PLANNING		
					1 DATES	2 LOCATION	3 SUPERVISOR

## 1. UNIVERSAL TRAINING

## 2. MANDATORY, PRIORITY II

a. Military Intelligence  
Officer Basic Course

(9) Knowledge of the national IMINT and SIGINT systems and list the capabilities of aerial exploitation assets.

(10) Ability to use Airland Battle Concepts, briefing techniques, Intelligence Preparation of the Battlefield (IPB), targeting, and recoding, analysis, and reporting of all-source intelligence.

(11) Ability to discuss/speculate on future developments in the Military Intelligence community.

b. Joint Intelligence  
Course

FC DIC 10

Knowledge of purpose and major functions of joint and combined intelligence.

c. Scientific and  
Technical Intelligence  
Analyst Introductory  
Course

FC DIC 10

Knowledge of the S&T intelligence community, the elements comprising the intelligence cycle, and the fundamentals of S&T intelligence analysis.

d. Military Intelligence  
Officer Advanced Course  
(All-Source Intelligence)\*\*

FC USAICS 100

(1) Knowledge of threat thought processes and decision-making cycles.

(2) Knowledge of friendly maneuver operations and maneuver commander's intelligence requirements.

(3) Ability to task all collection assets at echelons corps and below.

\* TYPES INCLUDE FORMAL CLASSROOM (FC), DEVELOPMENTAL ASSIGNMENT (DA), CORRESPONDENCE COURSES (CC), REQUIRED READING (RR), ON-THE-JOB TRAINING (OJT), ETC.

\*\* Attendance at one of these courses is dependent on job requirements. In most cases only one of these courses will be attended.

## MASTER TRAINING PLAN - (ANALYSIS/PRODUCTION - GRADES 5-9)

					FOR IDP PLANNING		
					1	2	3
DESCRIPTION	TYPE*	SOURCE	LENGTH (DAYS)	KSA TO BE ACQUIRED	DATES	LOCATION	SUPERVISOR
I. UNIVERSAL TRAINING							
2. MANDATORY, PRIORITY II							
e. Military Intelligence Officer Advanced Course (Imagery)**	FC	USAICS	100	(1) Knowledge of all phases of planning, execution, and exploitation of airborne reconnaissance and surveillance operations.  (2) Knowledge of the employment of photographs, radar, infrared, and electro-optical sensor system platforms.			
f. Military Intelligence Officers Advanced Course (Signals Intelligence)**	FC	USAICS	100	(1) Knowledge of interception and analysis of hostile radio and radar signals.  (2) Knowledge of electronic warfare operations in support of the Army in the field.			
g. Defense Sensor Interpretation and Applications Training Program	FC	USAF	55	Knowledge of the principles of defense sensor systems, their impact and significance.			
h. DIAOLS/COINS Overview	FC	DIC	2	Knowledge of basic concepts, procedures, and capabilities of the DIAOLS and COINS.			
i. Intelligence Analyst Course	FC	DIC	20	(1) Knowledge of the role of the analyst; fundamental intelligence research techniques; analysis techniques.  (2) Ability to prepare an estimate.  (3) Knowledge of purpose and management of intelligence collection requirements; and purpose and use of other pertinent intelligence documents and reports.			

\* TYPES INCLUDE FORMAL CLASSROOM (FC), DEVELOPMENTAL ASSIGNMENT (DA), CORRESPONDENCE COURSES (CC), REQUIRED READING (RR), ON-THE-JOB TRAINING (OJT), ETC.

MASTER TRAINING PLAN - (ANALYSIS/PRODUCTION - GRADES 5-9)

DESCRIPTION	TYPE*	SOURCE	LENGTH (DAYS)	KSA TO BE ACQUIRED	FOR IDP PLANNING		
					1 DATES	2 LOCATION	3 SUPERVISOR
I. UNIVERSAL TRAINING							
2. MANDATORY, PRIORITY II							
j. Intern Leadership Development Course	FC	DIC	5	(1) Knowledge of leadership characteristics.  (2) Ability to interact with others in a one-to-one or group situation.  (3) Ability to brief, instruct, explain, advise or persuade.			
II. COMPETITIVE TRAINING							
Post Graduate Intelligence Program	FC	DIC	200	(1) Knowledge of the U.S. national security structure and the foreign intelligence community.  (2) Ability to apply all phases of the intelligence cycle to strategic intelligence tasking, collection, analysis, and reporting.			

FORMAL CLASSROOM (FC), DEVELOPMENTAL ASSIGNMENT (DA), CORRESPONDENCE COURSES (CC),  
REQUIRED READING (RR), ON-THE-JOB TRAINING (OJT), ETC.

MASTER TRAINING PLAN - (ANALYSIS/PRODUCTION - GRADES 10-13)  
(Supervisory track)

					FOR IDP PLANNING		
					1	2	3
					DATES	LOCATION	SUPERVISOR
DESCRIPTION	TYPE*	SOURCE	LENGTH (DAYS)	KSA TO BE ACQUIRED			
1. UNIVERSAL TRAINING							
2. MANDATORY, PRIORITY II							
a. Supervisor's Training Course	FC	DA	5	(1) Ability to assign or delegate work and to monitor the work of others.  (2) Ability to independently originate action.			
b. Automatic Data Processing Orientation	FC	Computer Sci. School	10	Ability to use computer/computer system to satisfy informational requirements.			
c. Leadership Skills Improvement Course	FC	DA	5	Ability to establish objectives, requirements, priorities, and deadlines in order to determine courses of action of work.			
3. RECOMMENDED							
a. Intelligence Indications and Warning Course	FC	DIC	10	Knowledge of fundamentals of I&W mission and related functions performed at DOD and national level.			
b. Middle Management Institute	FC	OPM	5	Knowledge of current managerial developments and techniques designed to increase managerial effectiveness.			

\* TYPES INCLUDE FORMAL CLASSROOM (FC), DEVELOPMENTAL ASSIGNMENT (DA), CORRESPONDENCE COURSES (CC), REQUIRED READING (RR), ON-THE-JOB TRAINING (OJT), ETC.

MASTER TRAINING PLAN - (ANALYSIS/PRODUCTION - GRADES 10-13)  
(Supervisory track)

					FOR IDP PLANNING		
					1	2	3
					DATES	LOCATION	SUPERVISOR
DESCRIPTION	TYPE*	SOURCE	LENGTH (DAYS)	KSA TO BE ACQUIRED			
3. RECOMMENDED							
c. Management Development Seminar	FC	AMETA	5	Ability to analyze organizational situations, apply appropriate management strategies and techniques, objectively evaluate their own performance and performance of others and act as a catalyst for improving organizational productivity.			
d. U.S. Army Command and General Staff College	FC** or CC	USACGSC	205	(1) Knowledge of military operations at Corps and above.  (2) Ability to perform staff duties on Army staff.			
II. COMPETITIVE TRAINING							
1. Army Management Staff College	FC	AMSC	95	a. Ability to serve as a leader in respective organization.  b. Ability to speak clearly and effectively; be able to present and market positions on complex issues.  c. Ability to perform current and future duties with a thorough understanding of the sustaining base environment.			
2. Post-Graduate Intelligence Program/MSSI	FC	DIC	200	a. Knowledge of U.S. national security structure and national foreign intelligence community.  b. Knowledge of collection, production and dissemination phases of intelligence cycle.			

\* TYPES INCLUDE FORMAL CLASSROOM (FC), DEVELOPMENTAL ASSIGNMENT (DA), CORRESPONDENCE COURSES (CC), REQUIRED READING (RR), ON-THE-JOB TRAINING (OJT), ETC.

\*\* Formal classroom training can be obtained through the local US Army Reserve school.



MASTER TRAINING PLAN - (ANALYSIS/PRODUCTION - GRADES 10-13)  
Supervisory track)

DESCRIPTION	TYPE*	SOURCE	LENGTH (DAYS)	KSA TO BE ACQUIRED	FOR IDP PLANNING		
					1 DATES	2 LOCATION	3 SUPERVISOR
II. COMPETITIVE TRAINING							
2. Post-Graduate Intelligence Program/MSSI	FC	DIC	200	c. Knowledge of fundamentals of intelligence indications and warning.  d. Ability to recognize various aspects of international terrorism.  e. Knowledge of management of intelligence resources.			

\*TYPES INCLUDE FORMAL CLASSROOM (FC), DEVELOPMENTAL ASSIGNMENT (DA), CORRESPONDENCE COURSE (CC), REQUIRED READING (RR), ON-THE-JOB TRAINING (OJT), ETC.

MASTER TRAINING PLAN - (ANALYSIS/PRODUCTION - GRADES 14-15)  
(Supervisory track)

					FOR IDP PLANNING		
DESCRIPTION	TYPE*	SOURCE	LENGTH (DAYS)	KSA TO BE ACQUIRED	1	2	3
					DATES	LOCATION	SUPERVISOR
2. MANDATORY, PRIORITY II							
a. National Senior Intelligence Program	FC	DIC	15	(1) Knowledge of current trends and developments affecting national level intelligence.  (2) Knowledge of the interagency coordinating mechanism at the national level.  (3) Knowledge of problems influencing intelligence programs and activities supporting unified and specified commands.			
b. Organizational Leadership for Executives	FC	DA	5	(1) Ability to obtain, information, define problems, identify relationships, evaluate quality, assess impacts, and make conclusions/recommendations.  (2) Ability to determine quality of projects, programs, or performance by comparison against standards or objectives.  (3) Ability to develop new or revised policies, procedures, programs or solutions to problems.			
c. U.S. Army Command and General Staff College	FC** or CC	USACGSC	205	(1) Knowledge of military operations at Corps and above.  (2) Ability to perform staff duties on Army staff.			
d. Army Management Staff College	FC	AMSC	95	(1) Ability to serve as a leader.  (2) Ability to speak clearly and effectively; be able to present and market positions and complex issues.  (3) Ability to perform current and future duties with a thorough understanding of the sustaining base environment.			

\* TYPES INCLUDE FORMAL CLASSROOM (FC), DEVELOPMENTAL ASSIGNMENT (DA), CORRESPONDENCE COURSES(CC), REQUIRED READING (RR), ON-THE-JOB TRAINING (OJT), ETC.

\*\* Formal classroom training can be obtained through the local US Army Reserve school.

MASTER TRAINING PLAN - (ANALYSIS/PRODUCTION - GRADES 14-15)  
(Supervisory track)

					FOR IDP PLANNING		
DESCRIPTION	TYPE*	SOURCE	LENGTH (DAYS)	KSA TO BE ACQUIRED	1	2	3
					DATES	LOCATION	SUPERVISOR
3. RECOMMENDED							
a. Intelligence Collection Management Course	FC	DIC	20	(1) Knowledge of required tasking procedures for all intelligence disciplines.  (2) Ability to use tasking procedures interactively to satisfy intelligence requirements.			
b. Personnel Management for Supervisors and Managers	FC	OPM	5	(1) Ability to use merit system principles and avoid use of prohibited personnel practices.  (2) Ability to identify and use principles of position management, performance management, and position classification.  (3) Ability to use various methods for recruiting and staffing to fill positions.  (4) Knowledge of role and responsibilities in labor management relations, EEO, performance appraisal, employee relations and training and development to improve organizational and individual performance.			
c. Executive Leadership Seminar	FC	OPM	3	Ability to assess leader behavior with emphasis on situational and organizational variables.			
d. Cryptologic Familiarization Course for Senior Defense Officials (CY400)	FC	NSA	3	(1) Knowledge of the national intelligence structure to include the cryptologic community.  (2) Knowledge of requirements, validation, collection, processing, and reporting of signals intelligence.			

\* TYPES INCLUDE FORMAL CLASSROOM (FC), DEVELOPMENTAL ASSIGNMENT (DA), CORRESPONDENCE COURSES (CC), REQUIRED READING (RR), ON-THE-JOB TRAINING (OJT), ETC.

MASTER TRAINING PLAN - (ANALYSIS/PRODUCTION - GRADES 14-15)  
(Supervisory track)

FOR IDP PLANNING

DESCRIPTION	T,PE*	SOURCE	LENGTH	KSA TO BE ACQUIRED	1	2	3
			(DAYS)		DATES	LOCATION	SUPERVISOR
	FC or CC	USAWC	220	Ability to perform in senior staff positions within the Army and throughout DOD.			
	FC	NSA	35	Knowledge of the relationships of the NSA/CSS to other governmental agencies with emphasis on the intelligence community.			

\* TYPES INCLUDE FORMAL CLASSROOM (FC), DEVELOPMENTAL ASSIGNMENT (DA), CORRESPONDENCE COURSES (CC), REQUIRED READING (RR), ON-THE-JOB TRAINING (OJT), ETC.

MASTER TRAINING PLAN - (ANALYSIS/PRODUCTION - GRADES 16 AND ABOVE)  
(Supervisory track)

DESCRIPTION	TYPE*	SOURCE	LENGTH (DAYS)	KSA TO BE ACQUIRED	FOR IDP PLANNING		
					1 DATES	2 LOCATION	3 SUPERVISOR
I. UNIVERSAL TRAINING							
2. MANDATORY, PRIORITY II							
U.S. Army War College	FC or CC	USAWC	220	Ability to perform in senior staff positions within the Army and throughout DOD.			
3. RECOMMENDED							
Public Policy Conferences for Senior Executives	FC	Brookings Institute	3-10	Ability to meet senior leadership responsibilities.			

\* TYPES INCLUDE FORMAL CLASSROOM (FC), DEVELOPMENTAL ASSIGNMENT (DA), CORRESPONDENCE COURSES (CC), REQUIRED READING (RR), ON-THE-JOB TRAINING (OJT), ETC.

MASTER TRAINING PLAN - (ANALYSIS/PRODUCTION - GRADES 10-13)  
(Technician)

DESCRIPTION	TYPE*	SOURCE	LENGTH (DAYS)	KSA TO BE ACQUIRED	FOR IDP PLANNING		
					1 DATES	2 LOCATION	3 SUPERVISOR
I. UNIVERSAL TRAINING							
2. MANDATORY, PRIORITY II							
Automatic Data Processing Orientation	FC	Computer Sci. School	10	Ability to use computer/computer system to satisfy informational requirements.			
3. RECOMMENDED							
a. Intelligence Indications and Warning Course	FC	DIC	10	Knowledge of fundamentals of I&W mission and related functions performed at DOD and national level.			
b. U.S. Army Command and General Staff College	FC** or CC	USACGSC	205	(1) Knowledge of military operations at Corps and above.  (2) Ability to perform staff duties on Army staff.			
II. COMPETITIVE TRAINING							
Post-Graduate Intelligence Program/MSSI	FC	DIC	200	a. Knowledge of U.S. national security structure and national foreign intelligence community.  b. Knowledge of collection, production and dissemination phases of intelligence cycle.  c. Knowledge of fundamentals of intelligence indications and warning.  d. Ability to recognize various aspects of international terrorism.  e. Knowledge of management of intelligence resources.			

\*FORMAL CLASSROOM (FC), DEVELOPMENTAL ASSIGNMENT (DA), CORRESPONDENCE COURSES (CC), REQUIRED READING (RR), ON-THE-JOB TRAINING (OJT), ETC.

\*\* Formal classroom training can be obtained through local US Army Reserve school.

MASTER TRAINING PLAN - (ANALYSIS/PRODUCTION - GRADES 14-15)  
(Technician)

FOR IDP PLANNING

DESCRIPTION	TYPE*	SOURCE	LENGTH (DAYS)	KSA TO BE ACQUIRED	FOR IDP PLANNING		
					1 DAYS	2 LOCATION	3 SUPERVISOR

## I. UNIVERSAL TRAINING

## 2. MANDATORY, PRIORITY II

National Senior Intel-  
ligence Program

FC DIC 15

(1) Knowledge of current trends and  
developments affecting national level  
intelligence.(2) Knowledge of the interagency coordi-  
nating mechanism at the national level.(3) Knowledge of problems influencing  
intelligence programs and activities  
supporting unified and specified commands.

## 3. RECOMMENDED, PRIORITY III

a. Intelligence Collection  
Management Course

FC DIC 20

(1) Knowledge of required tasking  
procedures for all intelligence disciplines.(2) Ability to use tasking procedures  
interactively to satisfy intelligence  
requirements.b. Cryptologic  
Familiarization Course for  
Senior Defense Officials  
(CY400)

FC NSA 3

(1) Knowledge of the national intel-  
ligence structure to include cryptologic  
community.(2) Knowledge of requirements, valid-  
ation, collection, processing, and  
reporting of signals intelligence.c. U.S. Army Command and  
General Staff CollegeFC\*\* USACGSC 205  
or CC(1) Knowledge of military operations  
at Corps and above.(2) Ability to perform staff duties  
on Army staff.\* TYPES INCLUDE FORMAL CLASSROOM (FC), DEVELOPMENTAL ASSIGNMENT (DA), CORRESPONDENCE COURSES (CC),  
REQUIRED READING (RR), ON-THE-JOB TRAINING (OJT), ETC.

\*\* Formal classroom training can be obtained through the local US Army Reserve school.

MASTER TRAINING PLAN - (ANALYSIS/PRODUCTION - GRADES 10-13)  
(Technician)

					FOR IDP PLANNING		
DESCRIPTION	TYPE*	SOURCE	LENGTH (DAYS)	KSA TO BE ACQUIRED	1 DATES	2 LOCATION	3 SUPERVISOR
II. COMPETITIVE TRAINING							
1. U.S. Army War College College	FC or CC	USAWC	220	Ability to perform in senior staff positions within the Army and through- out DOD.			
2. National Senior Cryptologic Course (CY 600)	FC	NSA	35	Knowledge of the relationships of the NSA/CSS to other governmental agencies with emphasis on the intelligence community.			

\* TYPES INCLUDE FORMAL CLASSROOM (FC), DEVELOPMENTAL ASSIGNMENT (DA), CORRESPONDENCE COURSES (CC),  
REQUIRED READING (RR), ON-THE-JOB TRAINING (OJT), ETC.



MASTER TRAINING PLAN - (ANALYSIS/PRODUCTION - GRADES 18 AND ABOVE)  
(Technician)

FOR IDP PLANNING							
DESCRIPTION	TYPE*	SOURCE	LENGTH (DAYS)	KSA TO BE ACQUIRED	1 DATES	2 LOCATION	3 SUPERVISOR
1. UNIVERSAL TRAINING							
2. MANDATORY, PRIORITY II							
U.S. Army War College	FC or CC	USAWC	220	a. Ability to perform in senior staff positions within the Army and throughout DOD.  b. Ability to understand the art and science of land warfare.			
3. RECOMMENDED							
Public Policy Conferences for Senior Executives	FC	Brookings Institute	3-10	Ability to meet senior leadership responsibilities.			

\* TYPES INCLUDE FORMAL CLASSROOM (FC), DEVELOPMENTAL ASSIGNMENT (DA), CORRESPONDENCE COURSES (CC), REQUIRED READING (RR), ON-THE-JOB TRAINING (OJT), ETC.

MASTER TRAINING PLAN - (COLLECTION/OPERATIONS - GRADES 5-9)

DESCRIPTION	TYPE*	SOURCE	LENGTH (DAYS)	KSA TO BE ACQUIRED	FOR IDP PLANNING		
					1 DATES	2 LOCATION	3 SUPERVISOR
FC	DSCINT	varies		Ability to develop, conduct, and supervise sensitive collection operations to satisfy national and theatre intelligence requirements.  NOTE: Only those personnel participating in the Military Intelligence Civilian Excepted Career Program (MICECP) will attend this course.			
FC	USAICS	120		(1) Ability to express ideas in writing, using proper military and nonmilitary techniques and formats.  (2) Knowledge of Army structure.  (3) Knowledge of the concepts, principles, and techniques of leadership.  (4) Ability to identify ADP terminology/vocabulary, computer hardware/software, and computer languages.  (5) Knowledge of threat Army organization, weapons, and doctrine.  (6) Knowledge of the role of the U.S. Intelligence community past and present, the role intelligence plays in national security.  (7) Ability to identify the various aspects of OPSEC to include: security education program; physical, personnel, document, and ADP security; and acquisition of information.			

\* TYPES INCLUDE FORMAL CLASSROOM (FC), DEVELOPMENTAL ASSIGNMENT (DA), CORRESPONDENCE COURSES (CC), REQUIRED READING (RR), ON-THE-JOB TRAINING (OJT), ETC.

MASTER TRAINING PLAN - (COLLECTIONS/OPERATIONS - GRADES 8-9)

FOR IDP PLANNING

DESCRIPTION	TYPE*	SOURCE	LENGTH (DAYS)	KSA TO BE ACQUIRED	FOR IDP PLANNING		
					1 DATES	2 LOCATION	3 SUPERVISOR

## I. UNIVERSAL TRAINING

## 2. MANDATORY, PRIORITY II

## a. Military Intelligence

(8) Knowledge of U.S. Army Human Intelligence (HUMINT) operations; ability to interview a source, and identify principles of investigation, and types and modus operandi of terrorist organizations and the basic techniques of interrogation.

(9) Ability to identify, list, and explain basics of signal theory to include radio waves, modulation, communications equipment, antennas, and radar principles.

(10) Ability to identify SIGINT/EW operations, CEWI SIGINT/EW organizations and collection and jamming operations; describe the use of the U.S. SIGINT Directive (USSID) system; identify the procedures for handling SCI material, sanitize information, and the employment of tactical Special Security Officer (SSO) operations.

(11) Ability to select appropriate sensors to accomplish various missions; identify capabilities and limitations of Ground Surveillance Radar (GSR), Night Observation Device (NOD), and Remotely Placed Battlefield Sensor System (REMBASS).

(12) Ability to describe the national IMINT and SIGINT systems and list the capabilities of aerial exploitation assets.

\* TYPES INCLUDE FORMAL CLASSROOM (FC), DEVELOPMENTAL ASSIGNMENT (DA), CORRESPONDENCE COURSES (CC), REQUIRED READING (RR), ON-THE-JOB TRAINING (OJT), ETC.

## MASTER TRAINING PLAN - (COLLECTION/OPERATIONS - GRADES 5-9)

					FOR IDP PLANNING		
DESCRIPTION	TYPE*	SOURCE	LENGTH (DAYS)	KSA TO BE ACQUIRED	1	2	3
					DATES	LOCATION	SUPERVISOR
1. UNIVERSAL TRAINING							
2. MANDATORY, PRIORITY II							
a. Military Intelligence Officer Basic Course				(13) Ability to describe and use Airland Battle Concepts, Intelligence Preparation of the Battlefield (IPB), targeting, recoding analysis, and reporting of all-source intelligence.			
				(14) Describe the general concepts and doctrine related to LIC, to include an assessment of LIC threat development, strategy and tactics, and unique intelligence applications and responsibilities related to LIC.			
				(15) Ability to discuss/speculate on future developments in the Military Intelligence community.			
b. Joint Intelligence Course	FC	DIC	10	Knowledge of the purpose and major functions of joint and combined intelligence.			
c. Scientific and Technical Intelligence Analyst Introductory Course	FC	DIC	10	Knowledge of the S&T intelligence community, the elements comprising the intelligence cycle, and the fundamentals of S&T intelligence analysis.			
d. Military Intelligence Officer Advanced Course (All-Source Course)**	FC	USAICS	100	(1) Knowledge of threat forces doctrine, organization, and equipment.			

\* TYPES INCLUDE FORMAL CLASSROOM (FC), DEVELOPMENTAL ASSIGNMENT (DA), CORRESPONDENCE COURSES (CC), REQUIRED READING (RR), ON-THE-JOB TRAINING (OJT), ETC.

\*\* Attendance at one of these courses is dependent on job requirements. In most cases only one of these courses will be attended.

## MASTER TRAINING PLAN - (COLLECTION/OPERATIONS - GRADES 5-9)

					FOR IDP PLANNING		
DESCRIPTION	TYPE*	SOURCE	LENGTH (DAYS)	KSA TO BE ACQUIRED	1	2	3
					DATES	LOCATION	SUPERVISOR
I. UNIVERSAL TRAINING							
2. MANDATORY, PRIORITY II							
d. Military Intelligence Officer Advanced Course (All-Source Intelligence)**				(2) Knowledge of threat thought processes and decision-making cycles.  (3) Knowledge of friendly maneuver operations and maneuver commander's intelligence requirements.  (4) Ability to task all collection assets at echelons corps and below.			
f. Military Intelligence Officer Advanced Course (Imagery)**	FC	USAICS	100	(1) Knowledge of all phases of planning, execution, and exploitation of airborne reconnaissance and surveillance operations.  (2) Knowledge of employment of photo- graphs, radar, infrared, and electro- optical sensor system platforms.			
g. Military Intelligence Officers Advanced Course (Signals Intelligence)**	FC	USAICS	100	Knowledge of interception and analysis of hostile radio and radar signals.			
h. Defense Sensor Interpretation and Applications Training Program	FC	USAF	55	(1) Knowledge of the principles of defense sensor systems, their impact and significance.  (2) Ability to interpret microscale photos.			
i. DIAOLS/COINS Overview	FC	DIC	2	(1) Knowledge of basic concepts, proce- dures, and capabilities of the DIAOLS and COINS.  (2) Knowledge of agencies contributing to DIAOLS and COINS.  (3) Knowledge of retrieval and output actions in both systems.			

\* TYPES INCLUDE FORMAL CLASSROOM (FC), DEVELOPMENTAL ASSIGNMENT (DA), CORRESPONDENCE COURSES (CC),  
REQUIRED READING (RR), ON-THE-JOB TRAINING (OJT), ETC.

\*\* Attendance at one of these courses is dependent on job requirements. In most cases only one of these courses will be attended.

## MASTER TRAINING PLAN - (COLLECTION/OPERATIONS - GRADES 5-9)

DESCRIPTION	TYPE*	SOURCE	LENGTH (DAYS)	KSA TO BE ACQUIRED	FOR IDP PLANNING		
					1 DATES	2 LOCATION	3 SUPERVISOR
I. UNIVERSAL TRAINING							
2. MANDATORY, PRIORITY II							
j. Intern Leadership Development Course	FC	DIC	5	(1) Knowledge of leadership characteristics.  (2) Ability to interact with others in a one-to-one or group situation.  (3) Ability to brief, instruct, explain, advise or persuade.			
k. Strategic Debriefing Course	FC	USAICS	30	(1) Knowledge of US Army HUMINT operations.  (2) Ability to debrief source in a strategic environment to obtain and report intelligence information in response to command and national level collection requirements.			
3. RECOMMENDED							
Basic DIAOLS/COINS	FC	DIC	5	a. Knowledge of procedures, concepts, and capabilities of DIAOLS and COINS.  b. Ability to use DIAOLS retrieval formats.			
II. COMPETITIVE TRAINING							
Post Graduate Intelligence Program/MSSI	FC	DIC	200	a. Knowledge of the U.S. national security structure and the foreign intelligence community.  b. Ability to apply all phases of the intelligence cycle to strategic intelligence tasking, collection, analysis and reporting.			

FORMAL CLASSROOM (FC), DEVELOPMENTAL ASSIGNMENT (DA), CORRESPONDENCE COURSES (CC), REQUIRED READING (RR), ON-THE-JOB TRAINING (OJT), ETC.

MASTER TRAINING PLAN - (COLLECTION/OPERATIONS - GRADES 10-13)  
(Supervisory track)

					FOR IDP PLANNING		
DESCRIPTION	TYPE*	SOURCE	LENGTH (DAYS)	KSA TO BE ACQUIRED	1 DATES	2 LOCATION	3 SUPERVISOR
I. UNIVERSAL TRAINING							
2. MANDATORY, PRIORITY II							
a. Supervisor's Training Course	FC	DA	5	(1) Ability to assign or delegate work and to monitor work of others.  (2) Ability to independently originate action.			
b. Automatic Data Processing Orientation	FC	Computer Sci. School	10	Ability to use computer/computer system to satisfy informational requirements.			
c. Leadership Skills Improvement Course	FC	DA	5	Ability to establish objectives, requirements, priorities, and deadlines in order to determine courses of action of work.			
3. RECOMMENDED							
a. Intelligence Indications and Warning Course	FC	DIC	10	Knowledge of fundamentals of I&W mission and related functions performed at DOD and national level.			
b. Middle Management Institute	FC	OPM	5	Knowledge of current managerial developments and techniques designed to increase managerial effectiveness.			
c. Management Development Seminar	FC	AMETA	5	Ability to analyze organizational situations, apply appropriate management strategies and techniques, objectively evaluate own performance and performance of others and act as a catalyst for improving organizational productivity.			
d. U.S. Army Command and General Staff College	FC** or CC	USACGSC 205		(1) Knowledge of military operations at Corps and above.  (2) Ability to perform staff duties on Army staff.			

\* TYPES INCLUDE FORMAL CLASSROOM (FC), DEVELOPMENTAL ASSIGNMENT (DA), CORRESPONDENCE COURSES (CC), REQUIRED READING (RR), ON-THE-JOB TRAINING (OJT), ETC.

\*\* Formal classroom training can be obtained through the local US Army Reserve school.

MASTER TRAINING PLAN - (COLLECTION/OPERATIONS - GRADES 10-13)  
(Supervisory track)

					FOR IDP PLANNING		
DESCRIPTION	TYPE#	SOURCE	LENGTH (DAYS)	KSA TO BE ACQUIRED	1	2	3
					DATES	LOCATION	SUPERVISOR
II. COMPETITIVE TRAINING							
1. Army Management Staff College	FC	AMSC	95	a. Ability to serve as a leader in respective organization.  b. Ability to speak clearly and effectively; be able to present and market positions on complex issues.  c. Ability to perform current and future duties with a thorough understanding of the sustaining base environments.			
2. Post-Graduate Course Intelligence Course/MSSI	FC	DIC	200	a. Knowledge of U.S. national security structure and national foreign intelligence community.  b. Ability to describe collection, production and dissemination phases of intelligence cycle.  c. Knowledge of fundamentals of intelligence indications and warning.			

\* TYPES INCLUDE FORMAL CLASSROOM (FC), DEVELOPMENTAL ASSIGNMENT (DA), CORRESPONDENCE COURSES (CC), REQUIRED READING (RR), ON-THE-JOB TRAINING (OJT), ETC.



MASTER TRAINING PLAN - (COLLECTION/OPERATIONS - GRADES 14-15)  
(Supervisory track)

					FOR IDP PLANNING		
					1	2	3
DESCRIPTION	TYPE*	SOURCE	LENGTH (DAYS)	KSA TO BE ACQUIRED	DATES	LOCATION	SUPERVISOR
I. UNIVERSAL TRAINING							
2. MANDATORY, PRIORITY II							
a. National Senior Intelligence Program	FC	DIC	15	(1) Knowledge of current trends and developments affecting national level intelligence.  (2) Knowledge of the interagency coordinating mechanism at the national level.  (3) Knowledge of problems influencing intelligence programs and activities supporting unified and specified commands.			
b. Organizational Leadership for Executives	FC	DA	5	(1) Ability to obtain information, define problems, identify relationships, evaluate quality, assess impacts, and make conclusions/recommendations.  (2) Ability to determine quality of projects, programs, or performance by comparison against standards or objectives.  (3) Ability to develop new or revised policies, procedures, programs or solutions to problems.			
c. U.S. Army Command and General Staff College	FC** or CC	USACGSC	205	(1) Knowledge of military operations at Corps and above.  (2) Ability to perform staff duties on Army Staff.			
d. Army Management Staff College	FC	AMSC	95	(1) Ability to serve as a leader in respective organization.  (2) Ability to speak clearly and effectively; be able to present and market positions on complex issues.  (3) Ability to perform current and future duties with a thorough understanding of the sustaining base environment.			

\* TYPES INCLUDE FORMAL CLASSROOM (FC), DEVELOPMENTAL ASSIGNMENT (DA), CORRESPONDENCE COURSES (CC), REQUIRED READING (RR), ON-THE-JOB TRAINING (OJT), ETC.

\*\* Formal classroom training can be obtained through the local US Army Reserve school.

MASTER TRAINING PLAN - (COLLECTION/OPERATIONS - GRADES 14-15)  
(Supervisory track)

DESCRIPTION	TYPE*	SOURCE	LENGTH (DAYS)	KSA TO BE ACQUIRED	FOR IDP PLANNING		
					1 DATES	2 LOCATION	3 SUPERVISOR
3. RECOMMENDED							
a. Intelligence Collection Management Course	FC	DIC	20	(1) Knowledge of required tasking procedures for all intelligence disciplines.  (2) Ability to use tasking procedures interactively to satisfy intelligence requirements.			
b. Personnel Management for Supervisors and Managers	FC	OPM	5	(1) Ability to use merit system principles and avoid use of prohibited personnel practices.  (2) Ability to identify and use principles of position management, performance management, and position classification.  (3) Ability to use various methods for recruiting and staffing to fill positions.  (4) Ability to understand role and responsibilities in labor management relations, EEO, performance appraisal, employee relations, and training and development to improve organizational and individual performance.			
c. Executive Leadership Seminar	FC	OPM	3	Ability to assess leader behavior with emphasis on situational and organizational variables.			
d. Cryptologic Familiarization Course for Senior Defense Officials (CY400)	FC	NSA	3	(1) Knowledge of the national intelligence structure to include cryptologic community.  (2) Knowledge of requirements, validation, collection, processing, and reporting of signals intelligence.  (3) Knowledge of the hostile threat, U.S. cryptologic equipment, resource management, national policy and international relationships as they relate to communications security.			

\* TYPES INCLUDE FORMAL CLASSROOM (FC), DEVELOPMENTAL ASSIGNMENT (DA), CORRESPONDENCE COURSES (CC) REQUIRED READING (RR), ON-THE-JOB TRAINING (OJT), ETC.

MASTER TRAINING PLAN - (COLLECTION/OPERATIONS - GRADES 14-15)  
(Supervisory track)

	DESCRIPTION	TYPE	SOURCE	LENGTH (DAYS)	KSA TO BE ACQUIRED	FOR ICDP PLANNING		
						1 DATES	2 LOCATION	3 SUPERVISOR
I. UNIVERSAL TRAINING								
3. RECOMMENDED								
	d. Cryptologic Familiarization Course for Senior Defense Officials (CY400)	FC	NSA	3	(4) Knowledge of NSA/CSS missions, functions, and products as they relate to assigned duties.			
II. COMPETITIVE TRAINING								
1. U.S. Army War College		FC or CC	USAWC	220	a. Ability to perform in senior staff positions within the Army and throughout DOD.  b. Ability to understand the art and science of land warfare.			
2. Military Intelligence Officers Advanced Cryptologic Course (CY500)		FC	NSA	35	Ability to assume duties as SIGINT/Operations Officer/Staff Cryptologic Officer.			
3. National Senior Cryptologic Course (CY 600)		FC	NSA	35	Ability to understand the relationships of the NSA/CSS to other governmental agencies with emphasis on the intelligence community.			

\* TYPES INCLUDE FORMAL CLASSROOM (FC), DEVELOPMENTAL ASSIGNMENT (DA), CORRESPONDENCE COURSES (CC), REQUIRED READING (RR), ON-THE-JOB TRAINING (OJT), ETC.

MASTER TRAINING PLAN - (GENERAL INTELLIGENCE - GRADES 16 AND ABOVE)  
(Supervisory track)

FOR IDP PLANNING

DESCRIPTION	TYPE*	SOURCE	LENGTH (DAYS)	KSA TO BE ACQUIRED	FOR IDP PLANNING		
					1 DATES	2 LOCATION	3 SUPERVISOR

## I. UNIVERSAL TRAINING

## 2. MANDATORY, PRIORITY II

U.S. Army War College

FC  
or CC

USAWC 220

a. Ability to perform in senior staff positions within the Army and throughout DOD.

b. Ability to understand the art and science of land warfare.

## 3. RECOMMENDED

Public Policy  
Conferences for Senior  
ExecutivesFC  
Brook-  
ings  
Insti-  
tute

3-10

Ability to meet senior leadership responsibilities.

\* TYPES INCLUDE FORMAL CLASSROOM (FC), DEVELOPMENTAL ASSIGNMENT (DA), CORRESPONDENCE COURSES (CC), REQUIRED READING (RR), ON-THE-JOB TRAINING (OJT), ETC.

MASTER TRAINING PLAN - (COLLECTION/OPERATIONS - GRADES 10-13)  
(Technician)

					FOR IDP PLANNING		
DESCRIPTION	TYPE*	SOURCE	LENGTH (DAYS)	KSA TO BE ACQUIRED	1	2	3
					DATES	LOCATION	SUPERVISOR
I. UNIVERSAL TRAINING							
2. MANDATORY, PRIORITY II							
Automatic Data Processing Orientation	FC	Computer Sci. School	10	Ability to use computer/computer system to satisfy informational requirements.			
3. RECOMMENDED							
a. Intelligence Indications and Warning Course	FC	DIC	10	Knowledge of fundamentals of I&W mission and related functions performed at DOD and national level.			
b. U.S. Army Command and General Staff College	FC** or CC	USACGSC	205	(1) Knowledge of military operations at Corps and above.  (2) Ability to perform staff duties on Army staff.			
II. COMPETITIVE TRAINING							
Post-Graduate Intelligence Program/MSSI	FC	DIC	200	a. Knowledge of U.S. national security structure and national foreign intelligence community.  b. Ability to describe collection, production and dissemination phases of intelligence cycle.  c. Knowledge of fundamentals of intelligence indications and warning.			

\* TYPES INCLUDE FORMAL CLASSROOM (FC), DEVELOPMENTAL ASSIGNMENT (DA), CORRESPONDENCE COURSES (CC), REQUIRED READING (RR), ON-THE-JOB TRAINING (OJT), ETC.

\*\* Formal classroom training can be obtained through the local US Army reserve school.

MASTER TRAINING PLAN - (COLLECTION/OPERATIONS - GRADES 14-15)  
(Technician)

DESCRIPTION	TYPE*	SOURCE	LENGTH (DAYS)	KSA TO BE ACQUIRED	FOR IDP PLANNING		
					1 DATES	2 LOCATION	3 SUPERVISOR
1. UNIVERSAL TRAINING							
2. MANDATORY, PRIORITY II							
a. National Senior Intelligence Program	FC	DIC	15	(1) Knowledge of current trends and developments affecting national level intelligence.  (2) Knowledge of the interagency coordinating mechanism at the national level.  (3) Knowledge of problems influencing intelligence programs and activities supporting unified and specified commands.			
b. U.S. Army Command and General Staff College	FC** or CC	USACGSC	205	(1) Knowledge of military operations at Corps and above.  (2) Ability to perform staff duties on Army staff.			
3. RECOMMENDED							
a. Intelligence Collection Management Course	FC	DIC	20	(1) Knowledge of required tasking procedures for all intelligence disciplines.  (2) Ability to use tasking procedures interactively to satisfy intelligence requirements.			
b. Cryptologic Familiarization Course for Senior Defense Officials (CY400)	FC	NSA	3	(1) Knowledge of the national intelligence structure to include the cryptologic community.  (2) Knowledge of requirements, validation, collection, processing, and reporting of signals intelligence.			

\* TYPES INCLUDE FORMAL CLASSROOM (FC), DEVELOPMENTAL ASSIGNMENTS (DA), CORRESPONDENCE COURSES (CC), REQUIRED READING (RR), ON-THE-JOB TRAINING (OJT), ETC.

\*\* Formal classroom training can be obtained through the local US Army Reserve school.

MASTER TRAINING PLAN - (COLLECTION/OPERATIONS - GRADES 14-15)  
(Technician)

					FOR IDP PLANNING		
					1	2	3
DESCRIPTION	TYPE*	SOURCE	LENGTH (DAYS)	KSA TO BE ACQUIRED	DATES	LOCATION	SUPERVISOR
I. UNIVERSAL TRAINING							
3. RECOMMENDED							
b. Cryptologic Familiarization Course for Senior Defense Officials (CY400)	FC	NSA	3	(3) Knowledge of the hostile threat, U.S. cryptologic equipment, resource management, national policy and international relationships as they relate to communications security.  (4) Knowledge of NSA/CSS missions, functions, and products as they relate to assigned duties.			
II. COMPETITIVE TRAINING							
1. U.S. Army War College College	FC or CC	USAWC	220	a. Ability to perform in senior staff positions within the Army and throughout DOD.  b. Ability to understand the art and science of land warfare.			
2. Military Intelligence Officers Advanced Cryptologic Course (CY500)	FC	NSA	35	Ability to assume duties as SIGINT/Operations Officer/Staff Cryptologic Officer.			
3. National Senior Cryptologic Course (CY 600)	FC	NSA	35	Ability to understand the relationships of the NSA/CSS to other governmental agencies with emphasis on the intelligence community.			

\* TYPES INCLUDE FORMAL CLASSROOM (FC), DEVELOPMENTAL ASSIGNMENT (DA), CORRESPONDENCE COURSES (CC), REQUIRED READING (RR), ON-THE-JOB TRAINING (OJT), ETC.

MASTER TRAINING PLAN - (COLLECTION/OPERATIONS - GRADES 16 AND ABOVE)  
(Technician)

FOR IDP PLANNING

DESCRIPTION	TYPE*	SOURCE	LENGTH (DAYS)	KSA TO BE ACQUIRED	FOR IDP PLANNING		
					1 DATES	2 LOCATION	3 SUPERVISOR
1. UNIVERSAL TRAINING							
2. MANDATORY, PRIORITY II							
U.S. Army War College	FC	USAWC	220	a. Ability to perform in senior staff positions within the Army and throughout DOD.  b. Ability to understand the art and science of land warfare.			
3. RECOMMENDED							
Public Policy Conferences for Senior Executives	FC	Brookings Institute	3-10	Ability to meet senior leadership responsibilities.			

\* TYPES INCLUDE FORMAL CLASSROOM (FC), DEVELOPMENTAL ASSIGNMENT (DA), CORRESPONDENCE COURSES (CC), REQUIRED READING (RR), ON-THE-JOB TRAINING (OJT), ETC.



MASTER TRAINING PLAN - (COUNTERINTELLIGENCE/SECURITY COUNTERMEASURES - GRADES 5-9)

DESCRIPTION	TYPE*	SOURCE	LENGTH (DAYS)	KSA TO BE ACQUIRED	FOR IDP PLANNING		
					1 DATES	2 LOCATION	3 SUPERVISOR
I. UNIVERSAL TRAINING							
2. MANDATORY, PRIORITY II							
a. Military Intelligence Officer Basic Course	FC	USAICS	120	(1) Ability to express ideas in writing, using proper military and nonmilitary techniques and formats.  (2) Knowledge of Army structure.  (3) Knowledge of concepts, principles, and techniques of leadership.  (4) Ability to identify ADP terminology/ vocabulary, computer hardware and software, and computer languages.  (5) Knowledge of threat Army organiza- tion, weapons, and doctrine.  (6) Knowledge of the role of the U.S. Intelligence community past and present, and the role intelligence plays in national security.			

\* TYPES INCLUDE FORMAL CLASSROOM (FC), DEVELOPMENTAL ASSIGNMENT (DA), CORRESPONDENCE COURSES (CC),  
REQUIRED READING (RR), ON-THE-JOB TRAINING (OJT), ETC.

MASTER TRAINING PLAN - (COUNTERINTELLIGENCE/SECURITY COUNTERMEASURES - GRADES 5-9)

DESCRIPTION	TYPE*	SOURCE	LENGTH (DAYS)	KSA TO BE ACQUIRED	FOR IDP PLANNING		
					1 DATES	2 LOCATION	3 SUPERVISOR
I. UNIVERSAL TRAINING							
2. MANDATORY, PRIORITY II							
a. Military Intelligence Officer Basic Course				(7) Ability to discuss the various aspects of OPSEC to include: security education program; physical, personnel, document, and ADP security; and acquisition of information.  (8) Knowledge of U.S. Army Human Intelligence (HUMINT) operations, interview a source, and identify principles of investigation, types and modus operandi of terrorist organizations and the basic techniques of interrogation.  (9) Knowledge of the general concepts and doctrine related to LIC, to include an assessment of LIC threat development, strategy and tactics, and unique intelligence applications and responsibilities related to LIC.			

\* TYPES INCLUDE FORMAL CLASSROOM (FC), DEVELOPMENTAL ASSIGNMENT (DA), CORRESPONDENCE COURSES (CC), REQUIRED READING (RR), ON-THE-JOB TRAINING (OJT), ETC.

## MASTER TRAINING PLAN - (COUNTERINTELLIGENCE/SECURITY COUNTERMEASURES - GRADES 5-9)

DESCRIPTION	TYPE*	SOURCE	LENGTH (DAYS)	KSA TO BE ACQUIRED	FOR IDP PLANNING		
					1 DATES	2 LOCATION	3 SUPERVISOR
1. UNIVERSAL TRAINING							
2. MANDATORY, PRIORITY II							
b. Conventional Physical Security Course	FC	USAMPS	10	Knowledge of physical security principles needed to counter threats facing military installations/operations.			
c. Industrial Security Basic Course	FC	DSI	5	Knowledge of how the Defense Industrial Security Program is administered.			
d. Intelligence in Terrorism Counteraction	FC	USAICS	10	Knowledge of the skills required to support terrorism counteraction operations conducted by the U.S. Army and sister services.			
e. Security in Automated Systems	FC	ALMC	8	(1) Knowledge of minimum security requirements for all automated systems. (2) Knowledge of maximum security requirements for systems processing various levels of sensitive and classified information.			
f. TEMPEST Fundamentals Course	FC	USAF	10	Knowledge of the basic TEMPEST requirements and procedures.			
g. Information Security Orientation	FC	DSI	3	Knowledge of basic policies and procedures for implementation of the DOD Information Security Program.			

\* TYPES INCLUDE FORMAL CLASSROOM (FC), DEVELOPMENTAL ASSIGNMENT (DA), CORRESPONDENCE COURSES (CC), REQUIRED READING (RR), ON-THE-JOB TRAINING (OJT), ETC.

MASTER TRAINING PLAN - (COUNTERINTELLIGENCE/SECURITY COUNTERMEASURES - GRADES 5-9)

					FOR IDP PLANNING		
DESCRIPTION	TYPE*	SOURCE	LENGTH (DAYS)	KSA TO BE ACQUIRED	1	2	3
					DATES	LOCATION	SUPERVISOR
1. UNIVERSAL TRAINING							
2. MANDATORY, PRIORITY II							
h. Management of Intrusion Detection Systems (IDS)	FC	NPWTC	5	Knowledge of the type of IDS needed for SAO, SCI, and SI facilities and access control.			
i. Security Manager Assignment Specific Module	FC	USAICS	13	(1) Knowledge of basic facets of hostile intelligence threats.  (2) Knowledge of assets needed to counter those threats.  (3) Knowledge of education requirements in areas of document, physical, personnel, and information security.			
j. Intern Leadership Development Course	FC	TRADOC	5	(1) Knowledge of leadership characteristics.  (2) Ability to interact with others in a one-to-one or group situation.  (3) Ability to brief, instruct, explain, advise or persuade.			
k. Military Intelligence Officer Advanced Course (Counterintelligence)	FC	USAICS	50	Ability to perform CI duties associated with operations security, security support programs, security investigations, tactical CI support, tactical human intelligence operations, and signals security.  (NOTE: Attendance at this course is dependent on job requirements.)			

\* TYPES INCLUDE FORMAL CLASSROOM (FC), DEVELOPMENTAL ASSIGNMENT (DA), CORRESPONDENCE COURSES (CC), REQUIRED READING (RR), ON-THE-JOB TRAINING (OJT), ETC.

## MASTER TRAINING PLAN - (COUNTERINTELLIGENCE/SECURITY COUNTERMEASURES - GRADES 5-9)

DESCRIPTION	TYPE*	SOURCE	LENGTH (DAYS)	KSA TO BE ACQUIRED	FOR IDP PLANNING		
					1 DATES	2 LOCATION	3 SUPERVISOR
2. MANDATORY, PRIORITY II							
1. COMSEC Familiarization Course (CS - 130)	FC	NSA	5	Knowledge of basic national policy pertaining to COMSEC.			
3. RECOMMENDED							
a. Suitability, Adjudication, and Security Issues	FC	OPM	4	(1) Ability to apply security, suitability, and investigative regulations to adjudicate derogatory information in determining qualifications.  (2) Knowledge of the use of the Freedom of Information and Privacy Acts.  (3) Ability to apply current judicial and appellate decisions to security issues.			
b. Joint Intelligence Course	FC	DIC	10	Knowledge of the purpose and major functions of joint and combined intelligence.			

\* TYPES INCLUDE FORMAL CLASSROOM (FC), DEVELOPMENTAL ASSIGNMENT (DA), CORRESPONDENCE COURSES (CC), REQUIRED READING (RR), ON-THE-JOB TRAINING (OJT), ETC.

MASTER TRAINING PLAN - (COUNTERINTELLIGENCE/SECURITY COUNTERMEASURES) - GRADES 10-13  
(Supervisory track)

DESCRIPTION	TYPE*	SOURCE	LENGTH (DAYS)	KSA TO BE ACQUIRED	FOR IDP PLANNING		
					1 DATES	2 LOCATION	3 SUPERVISOR
1. UNIVERSAL TRAINING							
2. MANDATORY, PRIORITY II							
a. Supervisor's Training Course	FC	DA	5	(1) Ability to assign or delegate work and to monitor the work of others.  (2) Ability to independently originate action.			
b. Countering Terrorism on Installations	FC	USAMPS	5	Understand the nature of the terrorist threat, legal aspects of terrorism as well as crisis management planning and implementation to counter terrorist threat.			
c. Information Security Management	FC	DSI	10	Knowledge of the DOD Information Security Program to include proper classification, downgrading and declassification of information, and safeguarding of classified information against unauthorized disclosure.			
d. DOD Security Specialist Course	FC	DSI	15	Knowledge of various security programs, policies and procedures, and their interrelationships at installation level.			
e. Leadership Skills Improvement Course	FC	DA	5	Ability to establish objectives, requirements, priorities, and deadlines in order to determine courses of action of work.			
3. RECOMMENDED							
a. Basic Industrial Security Specialist Course	FC	DSI	18	Knowledge of the requirements of the Defense Industrial Security Program (DISP).			
b. Management Development Seminar	FC	AMETA	5	Ability to analyze organizational situations, apply appropriate management strategies and techniques, objectively evaluate own performance and performance of others and act as a catalyst for improving organizational productivity.			

\* TYPES INCLUDE FORMAL CLASSROOM (FC), DEVELOPMENTAL ASSIGNMENT (DA), CORRESPONDENCE COURSES (CC), REQUIRED READING (RR), ON-THE-JOB TRAINING (OJT), ETC.

MASTER TRAINING PLAN - (COUNTERINTELLIGENCE/SECURITY COUNTERMEASURES - GRADES 10-13)  
(Supervisory track)

DESCRIPTION	TYPE*	SOURCE	LENGTH (DAYS)	KSA TO BE ACQUIRED	FOR IDP PLANNING		
					1 DATES	2 LOCATION	3 SUPERVISOR
I. UNIVERSAL TRAINING							
3. RECOMMENDED							
c. Middle Management Institute	FC	OPM	5	Knowledge of current managerial developments and techniques designed to increase managerial effectiveness			
d. U.S. Army Command and General Staff College	FC** or CC	USACGSC	205	(1) Knowledge of military operations at Corps and above.  (2) Ability to perform staff duties on Army staff.			
II. COMPETITIVE TRAINING							
1. Army Management Staff College	FC	AMSC	95	a. Ability to serve as a leader.  b. Ability to speak clearly and effectively; be able to present and market positions and complex issues.  c. Ability to perform current and future duties with a thorough understanding of the sustaining base environment.			

\* TYPES INCLUDE FORMAL CLASSROOM (FC), DEVELOPMENTAL ASSIGNMENT (DA), CORRESPONDENCE COURSES (CC), REQUIRED READING (RR), ON-THE-JOB TRAINING (OJT), ETC.

\*\* Formal classroom training can be obtained through the local US Army Reserve school.

MASTER TRAINING PLAN - (COUNTERINTELLIGENCE/SECURITY COUNTERMEASURES - GRADES 10-13)  
(Supervisory Track)

DESCRIPTION	TYPE*	SOURCE	(DAYS)	KSA TO BE ACQUIRED	FOR IDP PLANNING		
					1 DATES	2 LOCATION	3 SUPERVISOR
II. COMPETITIVE TRAINING							
2. Post-Graduate Intelligence Program/MSSI	FC	DIC	200	a. Knowledge of U.S. national security structure and national foreign intelligence.  b. Knowledge of collection, production and dissemination phases of intelligence cycle.  c. Knowledge of fundamentals of intelligence indications and warnings.  d. Ability to recognize various aspects of international terrorism.  e. Knowledge of management of intelligence resources.			

\* TYPES INCLUDE FORMAL CLASSROOM (FC), DEVELOPMENTAL ASSIGNMENT (DA), CORRESPONDENCE COURSES (CC), REQUIRED READING (RR), ON-THE-JOB TRAINING (OJT), ETC.



MASTER TRAINING PLAN - (COUNTERINTELLIGENCE/SECURITY COUNTERMEASURES - GRADES 14-15)  
(Supervisory track)

					FOR IDP PLANNING		
DESCRIPTION	TYPE*	SOURCE	LENGTH (DAYS)	KSA TO BE ACQUIRED	1	2	3
					DATES	LOCATION	SUPERVISOR
1. UNIVERSAL TRAINING							
2. MANDATORY, PRIORITY II							
a. National Communications Security	FC	NSA	10	(1) Ability to understand how COMSEC fits into the communications structure.  (2) Knowledge of the nature of the threat to U.S. communications, to include their vulnerability to exploitation and means available to counter the threat.			
b. Operations Security Course	FC	NSA	5	Knowledge of security philosophy and applications to include security problems unique to an open society; foreign adversary, security programs, and information collection techniques and the relationship of organized crime and terrorism to the national security.			
c. Advanced Industrial Security Specialist Course	FC	DSI	12	Ability to implement the Defense Industrial Security Program.			
d. Organizational Leadership for Executives	FC	DA	5	(1) Ability to obtain information, define problems, identify relationships, evaluate quality, assess impacts, and make conclusions/recommendations.  (2) Ability to determine quality of projects, programs, or performance by comparison against standards or objectives.  (3) Ability to develop new or revised policies, procedures, programs or solutions to problems.			

\* TYPES INCLUDE FORMAL CLASSROOM (FC), DEVELOPMENTAL ASSIGNMENT (DA), CORRESPONDENCE COURSES (CC), REQUIRED READING (RR), ON-THE-JOB TRAINING (OJT), ETC.

MASTER TRAINING PLAN - (COUNTERINTELLIGENCE/SECURITY COUNTERMEASURES - GRADES 14-15)  
(Supervisory track)

DESCRIPTION	TYPE*	SOURCE	LENGTH (DAYS)	KSA TO BE ACQUIRED	FOR IDP PLANNING		
					1 DATES	2 LOCATION	3 SUPERVISOR
1. UNIVERSAL TRAINING							
2. MANDATORY, PRIORITY II							
d. U.S. Army Command and General Staff College	FC**	USACGSC	205	(1) Knowledge of military operations at Corps and above.  (2) Ability to perform staff duties on Army staff.			
e. Army Management Staff College	FC	AMSC	95	(1) Ability to serve as a leader in respective organization.  (2) Ability to speak clearly and effectively; be able to present and market positions on complex issues.  (3) Ability to perform current and future duties with a thorough understanding of a sustaining base environment.			
3. RECOMMENDED							
a. Industrial Security Executive Seminar	FC	DSI	5	Ability to understand management level decision making for implementation and administration of the Defense Industrial Security Program.			
b. National Computer Security Course	FC	NSA	5	(1) Ability to appreciate the value and importance of the technical evaluation of computer system and network security of the DOD.  (2) Ability to make decisions about computer issues, policies, and application in individual's organization.			

\*TYPES INCLUDE FORMAL CLASSROOM (FC), DEVELOPMENTAL ASSIGNMENT (DA), CORRESPONDENCE COURSES (CC), REQUIRED READING (RR), ON-THE-JOB TRAINING (OJT), ETC.

\*\* Formal classroom training can be obtained through the local US Army Reserve School.

MASTER TRAINING PLAN - (COUNTERINTELLIGENCE/SECURITY COUNTERMEASURES - GRADES 14-15)  
(Supervisory track)

DESCRIPTION	TYPE*	SOURCE	LENGTH (DAYS)	KSA TO BE ACQUIRED	FOR IDP PLANNING		
					1 DATES	2 LOCATION	3 SUPERVISOR
I. UNIVERSAL TRAINING							
3. RECOMMENDED							
c. Advanced Security Course	FC	USAMPS	10	Knowledge of all aspects of physical security of special weapons in a variety of environments (peacetime, transition to war, wartime).			
d. Executive Leadership Seminar	FC	OPM	3	Ability to assess leader behavior with emphasis on situational and organizational variables.			
e. Personnel Management for Supervisors and Managers	FC	OPM	5	(1) Ability to use merit system principles and avoid the use of prohibited practices.  (2) Ability to identify and use the principles of position management, performance management, and position classification.  (3) Ability to use various methods for recruiting and staffing to fill positions.  (4) Ability to understand the role and responsibilities in labor management relations, EEO, performance appraisal, employee relations, and training and development to improve organizational and individual performance.			

\*TYPES INCLUDE FORMAL CLASSROOM (FC), DEVELOPMENTAL ASSIGNMENT (DA), CORRESPONDENCE COURSES (CC), REQUIRED READING (RR), ON-THE-JOB TRAINING (OJT), ETC.

MASTER TRAINING PLAN - (COUNTERINTELLIGENCE/SECURITY COUNTERMEASURES - GRADES 14-15)  
(Supervisory track)

DESCRIPTION	TYPE*	SOURCE	(DAYS)	KSA TO BE ACQUIRED	FOR IDP PLANNING		
					1 DATES	2 LOCATION	3 SUPERVISOR
II. COMPETITIVE TRAINING							
U.S. Army War College	FC or CC	USAWC	220	a. Ability to perform in senior staff positions within the Army and throughout DOD.  b. Ability to understand the art and science of land warfare.			

\* TYPES INCLUDE FORMAL CLASSROOM (FC), DEVELOPMENTAL ASSIGNMENT (DA), CORRESPONDENCE COURSES (CC), REQUIRED READING (RR), ON-THE-JOB TRAINING (OJT), ETC.

MASTER TRAINING PLAN - (COUNTERINTELLIGENCE/SECURITY COUNTERMEASURES - GRADES 16 AND ABOVE)  
(Supervisory track)

					FOR IDP PLANNING		
DESCRIPTION	TYPE*	SOURCE	LENGTH (DAYS)	KSA TO BE ACQUIRED	1	2	3
					DATES	LOCATION	SUPERVISOR
1. UNIVERSAL TRAINING							
2. MANDATORY, PRIORITY II							
U.S. Army War College	FC or CC	USAWC	220	a. Ability to perform in senior staff positions within the Army and throughout DOD.  b. Ability to understand the art and science of land warfare.			
3. RECOMMENDED							
Public Policy Conferences for Senior Executives	FC	Brookings Institute	3-10	Ability to meet senior leadership responsibilities.			

\* TYPES INCLUDE FORMAL CLASSROOM (FC), DEVELOPMENTAL ASSIGNMENT (DA), CORRESPONDENCE COURSES (CC), REQUIRED READING (RR), ON-THE-JOB TRAINING (OJT), ETC.

MASTER TRAINING PLAN - (COUNTERINTELLIGENCE/SECURITY COUNTERMEASURES - GRADES 10-13)  
(Technician)

DESCRIPTION	TYPE*	SOURCE	LENGTH (DAYS)	KSA TO BE ACQUIRED	FOR IDP PLANNING		
					1 DATES	2 LOCATION	3 SUPERVISOR
1. UNIVERSAL TRAINING							
2. MANDATORY, PRIORITY II							
a. Countering Terrorism on Installations	FC	USAMPS	5	Understand the nature of the terrorist threat, legal aspects of terrorism, crisis management planning, and implementation to counter terrorist threat.			
b. Information Security Management	FC	DSI	10	Knowledge of the DOD Information Security Program to include proper classification, downgrading and declassification of information, and safeguarding of classified information against unauthorized disclosure.			
c. DOD Security Specialist Course	FC	DSI	15	Knowledge of various security programs, policies and procedures, and their interrelationships at installation level.			
3. RECOMMENDED							
a. Basic Industrial Security Specialist Course	FC	DSI	18	Knowledge of the requirements of the Defense Industrial Security Program (DISP).			
b. U.S. Army Command and General Staff College	FC** or CC	USACGSC 205		1. Knowledge of military operations at Corps and above.  2. Ability to perform staff duties on Army staff.			

\* TYPES INCLUDE FORMAL CLASSROOM (FC), DEVELOPMENTAL ASSIGNMENT (DA), CORRESPONDENCE COURSES (CC), REQUIRED READING (RR), ON-THE-JOB TRAINING (OJT), ETC.

\*\* Formal classroom training can be obtained through the local US Army Reserve School.

MASTER TRAINING PLAN - (COUNTERINTELLIGENCE/SECURITY COUNTERMEASURES - GRADES 10-13)  
(Technician)

DESCRIPTION	TYPE	SOURCE	LENGTH (DAYS)	KSA TO BE ACQUIRED	FOR IDP PLANNING		
					1	2	3
DESCRIPTION	TYPE	SOURCE	(DAYS)	KSA TO BE ACQUIRED	DATES	LOCATION	SUPERVISOR
II. COMPETITIVE TRAINING							
Post-Graduate Intelligence Program/MSSI	FC	DIC	200	a. Knowledge of U.S. national security structure and national foreign intelligence community.  b. Knowledge of collection, production and dissemination phases of intelligence cycle.  c. Knowledge of fundamentals of intelligence indications and warning.  d. Ability to recognize various aspects of international terrorism.  e. Knowledge of management of intelligence resources.			

\* TYPES INCLUDE FORMAL CLASSROOM (FC), DEVELOPMENTAL ASSIGNMENT (DA), CORRESPONDENCE COURSES (CC), REQUIRED READING (RR), ON-THE-JOB TRAINING (OJT), ETC.

MASTER TRAINING PLAN - (COUNTERINTELLIGENCE/SECURITY COUNTERMEASURES - GRADES 14-15)  
(Technician)

					FOR IDP PLANNING		
DESCRIPTION	TYPE*	SOURCE	LENGTH (DAYS)	KSA TO BE ACQUIRED	1	2	3
					DATES	LOCATION	SUPERVISOR
1. UNIVERSAL TRAINING							
2. MANDATORY, PRIORITY II							
a. National Communications Security	FC	NSA	10	(1) Ability to understand how COMSEC fits into the communications structure.  (2) Knowledge of the nature of the threat to U.S. communications, to include their vulnerability to exploitation and means available to counter the threat.			
b. Operations Security Course	FC	NSA	5	Knowledge of security philosophy and applications to include security problems unique to an open society; foreign adversary, security programs, and information collection techniques and the relationship of organized crime and terrorism to the national security.			
c. Advanced Industrial Security Specialist Course	FC	DSI	12	Ability to implement the Defense Industrial Security Program (DISP).			
d. U.S. Army Command and General Staff College	FC** or CC	USACGSC	205	(1) Knowledge of military operations at Corps and above.  (2) Ability to perform staff duties on Army staff.			

\* TYPES INCLUDE FORMAL CLASSROOM (FC), DEVELOPMENTAL ASSIGNMENT (DA), CORRESPONDENCE COURSES (CC), REQUIRED READING (RR), ON-THE-JOB TRAINING (OJT), ETC.

\*\* Formal classroom training can be obtained through the local US Army Reserve school.



MASTER TRAINING PLAN - (COUNTERINTELLIGENCE/SECURITY COUNTERMEASURES - GRADES 14-15)  
(Technician)

					FOR IDP PLANNING		
DESCRIPTION	TYPE*	SOURCE	LENGTH (DAYS)	KSA TO BE ACQUIRED	1	2	3
					DATES	LOCATION	SUPERVISOR
I. UNIVERSAL TRAINING							
3. RECOMMENDED							
a. Industrial Security Executive Seminar	FC	DSI	5	Ability to understand management level decision making for implementation and administration of the Defense Industrial Security Program.			
b. National Computer Security Course	FC	NSA	5	(1) Knowledge of the value and importance of the technical evaluation of computer system and network security of the DOD.  (2) Ability to make decisions about computer issues, policies, and application in individual's organization.			
d. Advanced Security Course	FC	USAMPS	10	Knowledge of all aspects of physical security of special weapons in a variety of environments (peacetime, transition to war, wartime).			
II. COMPETITIVE TRAINING							
U.S. Army War College	FC or CC	USAWC	220	a. Ability to perform in senior staff positions within the Army and throughout DOD.  b. Ability to understand the art and science of land warfare.			

\* TYPES INCLUDE FORMAL CLASSROOM (FC), DEVELOPMENTAL ASSIGNMENT (DA), CORRESPONDENCE COURSES (CC), REQUIRED READING (RR), ON-THE-JOB TRAINING (OJT), ETC.

MASTER TRAINING PLAN - (COUNTERINTELLIGENCE/SECURITY COUNTERMEASURES - GRADES 16 AND ABOVE)  
(Technician)

DESCRIPTION	TYPE*	SOURCE	LENGTH (DAYS)	KSA TO BE ACQUIRED	FOR IDP PLANNING		
					1 DATES	2 LOCATION	3 SUPERVISOR
1. UNIVERSAL TRAINING							
2. MANDATORY, PRIORITY II							
U.S. Army War College	FC or CC	USAWC	220	a. Ability to perform in senior staff positions within the Army and throughout DOD  b. Ability to understand the art and science of land warfare.			
3. RECOMMENDED							
Public Policy Conferences for Senior Executives	FC	Brookings Institute	3-10	Ability to meet senior leadership responsibilities.			

\* TYPES INCLUDE FORMAL CLASSROOM (FC), DEVELOPMENTAL ASSIGNMENT (DA), CORRESPONDENCE COURSES (CC), REQUIRED READING (RR), ON-THE-JOB TRAINING (OJT), ETC.